

CLASS SPECIFICATION
County of Fairfax, Virginia

CLASS CODE: 1397

TITLE: REHABILITATION SPECIALIST

GRADE: S-23

DEFINITION:

Under the general supervision of the Claims and Rehabilitation Supervisor, provides oversight of the rehabilitation process and expedites the return of disabled employees, covered by Workers' Compensation, to the maximum level of productivity allowed by the disability; and performs related work as required.

DISTINGUISHING CHARACTERISTICS OF THE CLASS:

Not applicable.

ILLUSTRATIVE DUTIES:

Reviews, analyzes and determines eligibility for rehabilitation of employees who are disabled due to occupational injuries and illness;

Monitors cases of County employees receiving Workers' Compensation benefits;

Coordinates with disabled employees, County agencies, Office of Personnel and treating physicians to ensure timely placement of employees in light/modified duty positions;

Evaluates available positions for suitability and adaptability using class specifications and position descriptions as a basis for task assessment;

Monitors a disabled employee's progress in a modified position toward the goal of returning him/her to original position;

Interacts with treating physician to ensure timely medical management of case;

Determines disabled employee's eligibility for referral to service providers for rehabilitation assessment;

Makes referrals of employees deemed unable to return to pre-injury position to other public employers and the private sector;

Prepares written analysis of effectiveness of rehabilitation efforts;

Provides technical assistance to the claims administrator, claims service company and the County Attorney's staff for preparation for Workers' Compensation Commission hearings.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of the principles and practices of occupational rehabilitation;

Knowledge of counseling and interviewing techniques;

Working knowledge of a broad range of occupations and occupational requirements;

Knowledge of job analysis techniques;

Knowledge of Workers' Compensation law and precedents;

Skill in the analysis of medical prognoses, diagnoses and job requirements;

Skill in resolving complaints, negotiating placements, maintaining liaison with employees, County and outside agencies and physicians;

Ability to communicate effectively orally and in writing.

EMPLOYMENT STANDARDS:

Any combination of education, experience, and training equivalent to:
Graduation from an accredited four-year college or university with a Bachelor's degree in nursing or occupational health; PLUS
Two years of related experience.

CERTIFICATES AND LICENSES REQUIRED:

Registered Nurse.

Preference in selection will be given to applicants who are:

Certified Rehabilitation Registered Nurse (CRRN); OR

Certified Disability Management Specialist (CDMS); OR

Certified Case Manager (CCM).

Note: All licenses/certifications must be current in the State of Virginia.

REVISED: August 12, 2005

ESTABLISHED: April 26, 1993